

# LETTERS

## TO THE EDITOR

### Mind the race gap

**[Re: Theresa May launches consultation into forcing firms to report ethnicity pay figures]**

There's a long history of BAME (black, Asian and minority ethnic) people being paid less than their white colleagues. Generally speaking, in every walk of life, in every craft and profession, minorities are consistently paid less than white people.

The question we must ask is why this is the case. PwC's senior partner, Kevin Ellis, for example, has commented that the company's race pay gap "is entirely driven by the fact that there are more non-BAME staff in senior higher-paid roles and more BAME staff in junior administrative roles."

This admission suggests that people are in fact being paid the same, regardless of race. Minority and majority staff simply happen to be doing different jobs – and so it's nothing to do with racism.

This complacent and comforting (to PwC's partners, at least) theory forces us to ask another question: why are the majority of BAME people not achieving the same opportunities as their white colleagues?

To solve the problem of the race pay gap, we must address the lack of opportunity for BAME people to advance to more senior positions. Performance evaluations, career development, and line manager support are all crucial ingredients, and the people operating these systems must receive the training and support required to conduct these processes with care and accuracy.

**Professor Binna Kandola OBE, senior partner and co-founder, Pearn Kandola**